

120 - Human Rights Commission

A002 Civil Rights Complaint Investigation

The mission of the Human Rights Commission is to enforce Washington State laws against discrimination. The commission works to eliminate and prevent discrimination throughout the state in employment, real estate transactions, credit and insurance transactions, and in places of public accommodation based on race, creed, color, national origin, sex, marital status, familial status, and disability.

	FY 2006	FY 2007	Biennial Total
FTE's:	40.0	42.0	41.0
GFS:	\$1,710,000	\$1,907,000	\$3,617,000
Other:	\$673,000	\$591,000	\$1,264,000
Total:	\$2,383,000	\$2,498,000	\$4,881,000

Statewide Result Area: Improve the economic vitality of businesses and individuals

Statewide Strategy: Improve workplace safety and fairness

Expected Results

Number of Human Rights Commission cases closed through early resolution.				
Biennium	Period	Target	Actual	Variance
2005-07	8th Qtr	47%		
	4th Qtr	45%		
<i>Baseline was 42.4% of cases closed within 180 days of filing during FY2003-05. This activity will show statewide results in strengthening government's ability to achieve results.</i>				

Reduce the percentage of pending cases over 300 days.
<i>Baseline was percentage of cases at the end of June 30, 2005. This activity will indicated statewide results in strengthening government's ability to achieve results.</i>

A003 Civil Rights Education and Outreach

Upon request, the commission provides specially tailored training to employers, labor organizations, housing providers, and community groups.

Appropriation Period: 2005-07 Activity Version: 2E - Agency recast for 06 supplemental

	FY 2006	FY 2007	Biennial Total
FTE's	0.0	0.0	0.0
GFS	\$0	\$12,000	\$12,000
Other	\$18,000	\$31,000	\$49,000
Total	\$18,000	\$43,000	\$61,000

Statewide Result Area: Improve the economic vitality of businesses and individuals

Statewide Strategy: Improve workplace safety and fairness

Expected Results

Lower claims of housing and employment discrimination.

Employers trained by the Human Rights Commission. (accumulative total)				
Biennium	Period	Target	Actual	Variance
2005-07	8th Qtr	1,200		
	7th Qtr	1,050		
	6th Qtr	900		
	5th Qtr	750		
	4th Qtr	600		
	3rd Qtr	450		
	2nd Qtr	300		
	1st Qtr	150		
Baseline is based on 1134 persons trained during FY2003-05. This activity will indicate statewide results in strengthening government's ability to achieve results.				

A004 Commission Activity

The Governor appoints the five Human Rights Commission members to staggered five-year terms. They provide the policy framework for the agency and appoint the executive director. Commissioners make the final determination on all complaints investigated by staff, except for those reasonable cause cases that are certified for hearing before an administrative law judge. The commissioners meet monthly at locations around the state.

	FY 2006	FY 2007	Biennial Total
FTE's	0.4	0.4	0.4
GFS	\$10,000	\$17,000	\$27,000
Other	\$0	\$0	\$0
Total	\$10,000	\$17,000	\$27,000

Statewide Result Area: Improve the economic vitality of businesses and individuals

Appropriation Period: 2005-07 Activity Version: 2E - Agency recast for 06 supplemental

Statewide Strategy: Improve workplace safety and fairness

Expected Results

Provide leadership in human rights law across the state.

A001 Administrative Activity

Administrative support provides the infrastructure to ensure that the core work of the agency can be done efficiently and effectively.

	FY 2006	FY 2007	Biennial Total
FTE's	7.3	7.2	7.3
GFS	\$1,059,000	\$1,096,000	\$2,155,000
Other	\$7,000	\$14,000	\$21,000
Total	\$1,066,000	\$1,110,000	\$2,176,000

Statewide Result Area: Improve the economic vitality of businesses and individuals

Statewide Strategy: Improve workplace safety and fairness

Expected Results

Realize efficiencies within the organization by exerting strong managerial leadership.

Appropriation Period: 2005-07 Activity Version: 2E - Agency recast for 06 supplemental

Grand Total

	FY 2006	FY 2007	Biennial Total
FTE's	47.7	49.6	48.7
GFS	\$2,779,000	\$3,032,000	\$5,811,000
Other	\$698,000	\$636,000	\$1,334,000
Total	\$3,477,000	\$3,668,000	\$7,145,000